

**LANGARA COUNCIL**  
**Minutes of a Meeting**  
**held on Tuesday, November 15, 2022**  
**at 0930 hours in Boardroom B141**

**Participants:**

Patricia Aroca-Ouellette  
Pauline Greaves Aylward  
Elizabeth Barbeau (regrets)  
Darren Bernaerdt  
Jim Bowers  
Steven Brouse  
Alena Buis  
Paula Burns (regrets)  
David Cresswell\* (regrets)  
Sandra Enns (regrets)

Nora Franzova  
Marianne Gianacopoulos  
Margaret Heldman, Chair  
Kerri Janota  
Graeme Joseph  
Susan Kelsall  
Michael Koke  
Gerda Krause  
Gurbax Leelh  
Julie Longo\*

Tess MacMillan  
Jane Mason  
Wanda Pierson  
Debbie Schachter  
Ann Syme  
Yusuf Varachia (regrets)  
Pablo Vargas (regrets)  
Joy Walcott-Francis (regrets)  
Rosi Woodley

\* non-voting

**Guests:**

Melody Lam, Director, HR Systems, Payroll and Benefits  
Simmi Purewell, Coordinator, HR Strategic Initiatives

**Recorder:**

Diana Falcon, Executive Assistant to the Board of Governors

**1. WELCOME, INTRODUCTIONS AND LAND ACKNOWLEDGEMENT**

In the absence of P. Burns, M. Heldman welcomed all members and guests and acknowledged that Langara College is located on the unceded and traditional territory of the Musqueam people.

**2. APPROVAL OF AGENDA/CONSENT AGENDA**

- a) Draft Minutes of the Meeting held on September 20, 2022
- b) IT Update

M. Heldman advised that it is day two of registration and today is the day for budget deadline.

It was moved by A. Syme, seconded by G. Krause:

**THAT, the Langara Council approve the agenda/consent agenda  
and acknowledge receipt of the consent agenda materials for information.**

**Carried Unanimously.**

**3. BUSINESS ARISING**

No items were raised.

**4. NEW BUSINESS**

**a) Revised Policy D1001 – Milestone Recognition**

J. Mason advised that the College's Long Service Awards policy was developed in 2004 and revised in 2013. We have spent some time transitioning to the Milestone Recognition policy that has been through the Policy Governance Committee with stakeholder representatives

(LEA, CUPE, and VP Portfolios) and chaired by Joanne Rajotte. She introduced Melody Lam and Simmi Purewell to provide the history and present the changes.

M. Lam and S. Purewell provided background on Policy D1001 – Milestone Recognition Program, which was last amended in February 2013. S. Purewell highlighted the revised policy attached to the agenda noting that focus groups were held and based on feedback the policy was revised to make the event more meaningful to employees, timelier, and professional. Recognition will start at 5 years instead of 15 years and will be recognized in 5-year increments. E-gift cards will be offered as rewards to provide flexibility, one large annual ceremony will be held recognizing milestones reached from June 1 – May 31 the previous year, and recipients can still choose to donate the amount of their gift to the Foundation. The policy has been updated to reflect the changes.

Discussion was held and in response to questions, it was noted that many items, including the ability to opt out of public disclosure, how seniority calculations are different, etc., will be included in the Frequently Asked Questions link in the policy.

It was moved by M. Gianacopoulos, seconded by D. Bernaerdt:

**THAT, the revised Policy D1001 – Milestone Recognition Program be recommended to the President for approval.**

**Carried Unanimously.**

[It was noted that M. Lam and S. Purewell left the meeting at 9:45 a.m.]

#### **5. ANY OTHER BUSINESS**

No items were raised.

It was moved by S. Kelsall and seconded by R. Woodley

**THAT, the meeting be adjourned at 9:47 am.**

**Carried Unanimously.**